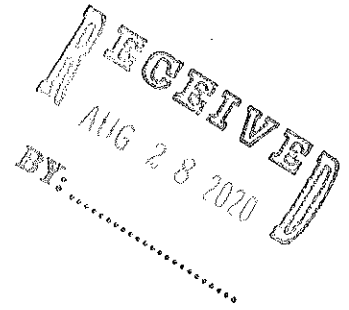


August 20, 2020

Via Mail and email (WIOATitleI@dwd.wisconsin.gov)

The Wisconsin Department of Workforce Development
Dislocated Worker Unit
P.O. Box 7972
Madison, WI 53707



Re: Notice of Layoffs at Oneida Casinos

Dear Sir/Madam

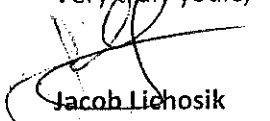
I write on behalf of Ovations Food Services, L.P. d/b/a Spectra Food Service and Hospitality to inform you of pending layoffs at Oneida Casinos, located at 2020 Airport Drive, Green Bay, Wisconsin, 54313. Although notice is not required under the federal Worker Adjustment and Retraining Notification (WARN) Act or Wisconsin's Business Closing and Mass Layoff Law (BCMLL), we provide this notice out of an abundance of caution and as a courtesy.

The public orders restricting public gatherings and commerce to combat the spread of COVID-19 required us to temporarily reduce operations at Oneida Casinos. This sudden and unexpected action was not within our control, and, as a direct result, we were forced to furlough many employees with little or no notice. We originally expected the furloughs to last for weeks or a couple of months at most. Unfortunately, given the unpredictable course of the pandemic, we have determined that we can no longer say when Oneida Casinos will fully reopen or when our employees may be able to return to work. Due to the extended reduction of operations, layoffs have become unavoidable. We want to provide you with this notice, based on the best information currently available to us.

Effective September 28, 2020, 21 full-time employees will be laid off. While we hope that we are in a position to encourage this group of employees to re-apply for employment once operations resume, as things stand today, the layoffs are permanent with no bumping rights. The job titles of the affected employees are: Accounting Assistant (1), Dish Machine Operator (3), Kitchen Line Cook (3), Kitchen Supervisor (1), Bartender (2), Cashier (1), Restaurant Host (2), Restaurant Server (4), Restaurant Supervisor (3), and Hourly Supervisor (1).

If you require additional information, please do not hesitate to contact me at 920 429-3182 or by email at Jacob.lichosik@spectramp.com. Thank you, and please continue to stay safe.

Very truly yours,


Jacob Lichosik
General Manager